

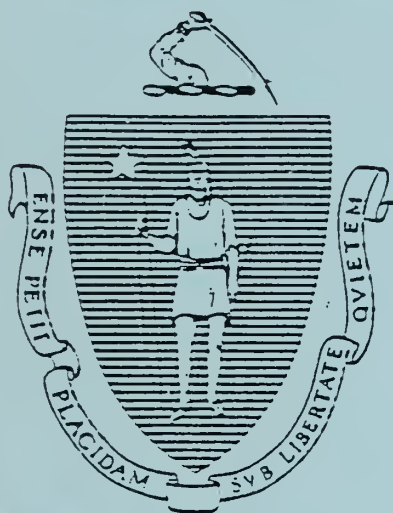
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The Commonwealth of Massachusetts



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BOARD OF CONCILIATION AND ARBITRATION



ANNUAL REPORT 1990

Michael S. Dukakis
Governor

Diane Zaar Cochran
Chairman

THE COMMONWEALTH OF MASSACHUSETTS
BOARD OF CONCILIATION AND ARBITRATION

ONE HUNDRED AND FOURTH ANNUAL REPORT
JULY 1, 1989 - JUNE 30, 1990

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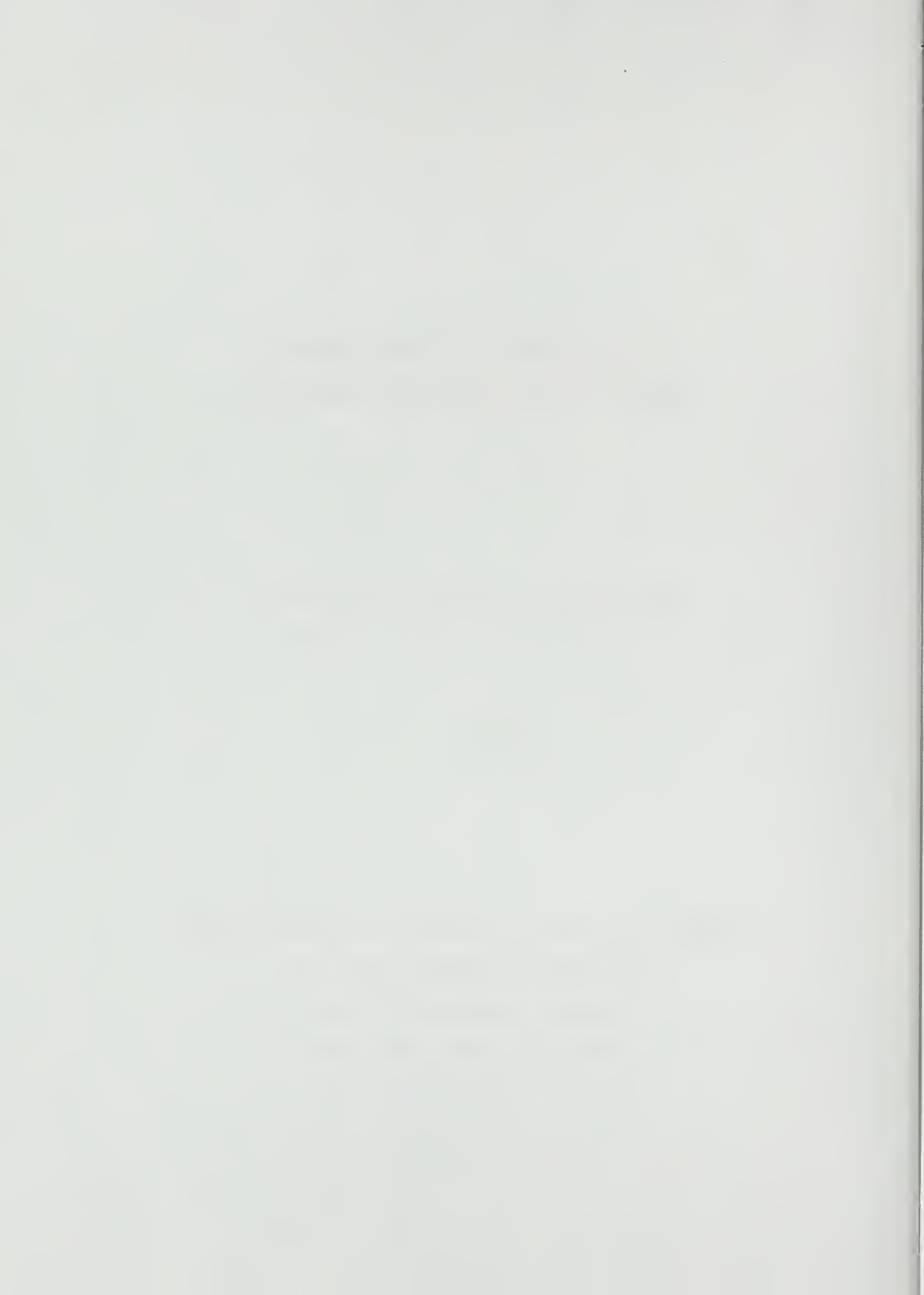


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I. INTRODUCTION

The Board of Conciliation and Arbitration provides dispute resolution services to both public and private sector employers and the labor organizations that represent their unionized employees. The Board's mission statement provides:

It is the public policy of this state, declared in M.G.L. c.23C, that the prevention or prompt settlement of labor disputes serves the best interests of the people of the Commonwealth. The mission of the Board of Conciliation and Arbitration is to take such steps as will most effectively and expeditiously encourage the parties to a labor dispute to agree on the terms of a settlement.

In fulfilling its mission the Board provides several services to the labor relations community throughout Massachusetts including: (1) impasse resolution; mediation, fact-finding and arbitration of disputes arising out of contract negotiations; (2) grievance arbitration; final and binding determination by written decision of disputes arising under collective bargaining agreements; (3) grievance mediation; prehearing conciliation of grievance arbitration cases; (4) preventive mediation; building constructive collective bargaining relationships by strengthening cooperative efforts in order to avoid labor disputes; (5) unfair labor practice mediation; mediation of cases referred by the State's Labor Relations Commission; (6) community education; educational outreach through participation in state, regional and national labor relations education programs, Board sponsored programs for labor and management, and public speaking engagements before the general public.

Statutory authority: Massachusetts General Laws

c. 23C § 1,2,3,4	c. 212 § 30
c. 91 App. § 1-24	c. 214 § 6A.
c. 150 § 1-10A	c. 261 § 18
c. 150A § 4 (note)	c. 262 § 29
c. 150E § 1,9,10,11	443 CMR
c. 150E § 1	
c. 161A § 19, 19C, 19D, 19E, 19F, 19G	

During the year, hundreds of labor unions and employers from



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every corner of the Commonwealth called upon us to help them during these difficult fiscal times. We are particularly proud that during a year when our own resources were stretched, we continued to improve our services and increase our effectiveness in preventing and promptly settling labor disputes.

Highlights of our achievements during fiscal year 1990 include:

- * For the third year in a row, we achieved or surpassed our goal of shortening by five days the time it takes our arbitrators to issue awards. Moreover, parties filing for arbitration before the Board can expect a hearing date within 30 days for a discharge case and within 60 days for a non-discharge case.

- * For the first time in recent history, the Board was chosen by the Commonwealth and state labor organizations to arbitrate grievances, signaling the growing acceptability of Board arbitrators and providing the State with low cost grievance arbitration services.

- * The average time it took our mediators to settle interest mediation cases was reduced from 4.1 months to 3.9 months.

* The Board completed a total revision of its Rules and Regulations. This is the first such revision in twelve years and the new rules reflect significant changes, both in the Board's statutory scheme and in the way it does business. Chairman Cochran introduced and distributed the new rules to members of the labor relations community at the May 1990, Massachusetts Public Sector Labor Relations Conference sponsored by the Boston Bar Association.

* The Board has continued to act as a nationally recognized pioneer in the area of grievance mediation. We received over 150 requests for grievance mediation. Board mediators settled 74% of these, thus eliminating the expenditure of both time and money that is inherent in arbitration.

* Our professional staff is made up of seasoned labor relations professionals from the management, labor, and neutral sectors of the field. Current Board mediators and arbitrators now have been with the agency for between two and fourteen years. The experience of our staff is reflected in the parties' confidence in our abilities, a factor that substantially increases our effectiveness in resolving labor disputes.

* Our staff was frequently requested as speakers, trainers, and writers. Chairman Diane Cochran served as the President of the Association of Labor Relations Agencies (ALRA), an international consortium of labor relations agencies whose functions include training new Labor Board and Commission members from states, provinces, the U.S., and Canadian federal governments. Chairman Cochran also served as Boston Chapter President of the Industrial Relations Research Association. Chairman Cochran contributed to the chapter on impasse resolution procedures, and Vice-Chairman Michael Ryan co-authored the chapter on arbitration in the labor law treatise, "A Judicial Guide to Labor and Employment Law" (Lawyer's Weekly Publications, Inc. 1990).

Mediator/Arbitrators Nancy Peace and Nicholas Marshall developed a training program on labor/management partnerships and offered this training to labor and management teams throughout the Commonwealth to help them work more cooperatively.

While the Board has been able to maintain and even enhance its effectiveness in improving the Commonwealth's labor relations climate during the past fiscal year, the continual erosion of our staff places this progress in jeopardy. The loss of two mediator positions during fiscal year 1989 led to a dramatic downsizing of

professional staff in our newly-established Springfield office.

The most drastic cuts in our budget and staffing level occurred just after the end of fiscal year 1990. As this report was being prepared, we: 1) laid off the sole clerical employee in our Springfield office and halved office space there, jeopardizing our ability to deliver services in the western part of the state; 2) laid off the Labor Relations Specialist, whose responsibilities included managing our computer system, monitoring case handling, mediating grievances, and tracking and drafting legislation affecting public sector labor relations; and 3) lost an additional clerical employee, so that the clerical staff has now been reduced by 50% since the beginning of fiscal year 1990.

These reductions in staff threaten our ability to promote labor stability at a time when public entities face severe fiscal constraints and the need for positive and cooperative relationships between labor and management is particularly critical. An increase in our caseload during the first half of fiscal year 1991 indicates that this fiscal climate also increases the demand for arbitration and mediation services, particularly in the public sector.

II. BOARD SERVICES

There are three major components of the Board's services:

interest mediation, grievance arbitration, and grievance mediation. The demand for these services was slightly reduced during fiscal year 1990. Only requests for grievance arbitration remained stable. Demand for the Board's mediation services tends to be cyclical. Moreover, this appears to have been a temporary dip rather than a trend, since in the first six months of fiscal year 1991, the demand for our services has risen in virtually every area.

A. Interest Mediation

Board mediators assist employers and labor unions, in both the public and private sectors, in resolving contract negotiation disputes. Under the dispute resolution section of the public sector collective bargaining law, Chapter 150E, § 9, the Board is responsible for mediating all public sector labor contract disputes except, since 1978, those involving municipal police and fire fighters.¹ The responsibility extends beyond mediation, if necessary, to fact-finding or voluntary arbitration.

1

In 1978, the Joint Labor Management Committee was established as a separate agency to provide dispute resolution mechanisms for police and fire collective bargaining.

All levels of government--state, county, municipal, and public authorities--in all types of work settings, use interest mediation extensively. Appendix A contains a list of those parties requesting interest mediation this past year.

The Board places a high priority on interest mediation because of the potential for disruption of public services or commerce. The prevention and prompt settlement of collective bargaining disputes benefits not only the immediate parties--the employers, unions, and employees--but also the local communities, the general public, and the Commonwealth. These services are also a form of local aid: using private mediators would be costly to the public whereas the state provides mediation at no cost.

Private sector labor disputes also can have a significant impact on our economy. If a substantial public interest is involved, the Board will provide mediation when requested. For example, during fiscal year 1990, Board mediators were called in to resolve a variety of disputes including one between WCVB-TV and the International Brotherhood of Electrical Workers and another between Dennison Stationery Products and the Graphic Communications International Union in Chicopee.

As the chart below indicates, 98% of the 172 public sector contract disputes resolved this year were resolved in mediation, and only 2% were resolved in the next step of the impasse

process, fact-finding.

PUBLIC SECTOR INTEREST MEDIATION REQUESTS

Total Disputes Received	<u>FY 1990</u> 150	<u>FY 1989</u> 170	<u>FY 1988</u> 210
Settled Same Fiscal Year	99	112	120
Settled in Mediation	98	109	118
Settled by Fact-Finder	1	3	2
Prior Year Cases Settled in Current Fiscal Year	57	79	79
Settled in Mediation	55	77	75
Settled by Fact-Finder	2	2	4
Total Disputes Open at End of Current Fiscal Year	52	74	95
Total Disputes Resolved in Current Fiscal year	172	191	199

The table below lists the time taken to settle cases during this fiscal year for cases in which a Board mediator met at least once with the parties, according to the year in which the initial petition was filed:

TIME TAKEN TO SETTLE INTEREST MEDIATION CASES

<u>Year of Petition</u>	<u>Number of Cases</u>	<u>Percent of Settled Cases</u>	<u>Average Time Taken</u>
1990	82	70.1%	2.9 months
1989	33	28.2%	5.5 months
1988	<u>2</u>	<u>1.7%</u>	<u>14 months</u>
<u>Total</u>	117	100.0%	3.9 months

This average for cases settled by mediators--3.9 months--is an improvement over the 4.1 month average in fiscal year 1989 and is

equal to the fiscal year 1988 average.

The results of a Board-sponsored user survey this year show a high degree of satisfaction with the Board's interest mediation service. Out of 42 responses to the anonymous survey, 36 respondents found the mediator's presence to be "useful" or "very useful." Some of the specific comments from the Board's clients are listed below:

"Mediators have a most difficult role to fulfill. Their rate of success in bringing about settlements in labor disputes is rather remarkable."

"I have always found the Board and its mediators to be very effective and efficient and sincerely appreciate their good service."

"The mediator was very professional and was very helpful to both sides during this difficult situation. I believe that the mediator's efforts were very instrumental in his ability to arrive at a settlement."

"(The mediator) was responsible for bringing both sides together with some creative mixing of economic proposals. Both sides were very pleased."

"(The mediator) did his usual great job"

This year the Board was involved in the settlement of public employee strikes involving the following public entities: Massachusetts Board of Regents of Higher Education, Freetown-Lakeville Regional School Committee, Greater Lawrence Regional Vocational Technical High School, and Everett School Committee. During these strikes the Board provided round the clock mediation in order to assure that public services were interrupted for the

shortest time possible. When these strikes were the subject of litigation, the Chairman acted as a resource person to the Superior Court judges before whom these cases were pending to answer questions regarding the mediation process and mediator confidentiality.

B. Grievance Arbitration

The Board has been providing grievance arbitration for over a century. Many collective bargaining agreements name the Board as the forum for the final and binding resolution of grievance disputes. This is a cost efficient and timely alternative to civil litigation. After voluntary petition by the parties, Board arbitrators hold evidentiary hearings and take arguments in disputes involving the interpretation of collective bargaining agreements. The arbitrator then issues a decision containing an award which is final and binding upon the parties and enforceable in Superior Court, if necessary, through a simple, expedited procedure.

Grievance arbitration is used by a statewide constituency of management and union labor relations representatives for a variety of entities in the Commonwealth including: state government; health care institutions; produce companies; municipal police, fire, and public works departments; school systems; construction companies; counties; retail stores; manufacturers; and transportation firms, among many others. (See

Appendix B.)

We have seen a shift in the requests for grievance arbitration this year toward the public sector. Whereas during fiscal year 1989 we received 67 public sector requests and 84 private sector requests, this year those numbers were exactly reversed. This shift, which has continued into the first months of fiscal year 1991, is not surprising given the fiscal constraints faced by the Commonwealth and its cities, towns, and other public entities. Public officials and unions often cite the low cost of Board arbitration as a reason for preferring this forum to private arbitration. This is one of the ways in which the activities of the Board serve as a form of local aid.

Many of the grievances cited in petitions for Board arbitration are settled without a hearing if parties have second thoughts and unilaterally withdraw the petition, parties meet informally and reach an agreement, or parties meet with a Board mediator and settle the issue in grievance mediation. The Board is strongly committed to grievance mediation because of its positive impact on the relationship between labor and management. Board mediators strive, therefore, to resolve pending arbitrations through this mechanism. Although the number of grievance arbitration petitions filed with the Board remained the same, the number resolved decreased. This is due to a number of factors, but the most obvious is that since 2/3 of the

petitions were filed during the last half of the fiscal year, more cases remained unresolved at the end of the year.

The Board resolved 120 grievance arbitration cases this fiscal year. Of these, 71 had been filed in fiscal year 1990, and 49 from previous fiscal years. Fifty-five percent of the cases were resolved without a hearing.

GRIEVANCE ARBITRATION REQUESTS

	<u>FY 1990</u>	<u>FY 1989</u>	<u>FY 1988</u>
Arbitrations Received	151	151	175
Public Sector	84	67	99
Private Sector	67	84	76
Resolved Same Fiscal Year	71	94	95
Settled	49	64	74
Decisions Issued	22	30	20
Resolved from Prior Years	49	82	72
Settled	17	48	34
Decisions Issued	32	34	38
Total Resolved this Year	120	176	167

An important long-term objective of the agency has been to improve the timeliness of the issuance of arbitration decisions. For three years in a row, we have systematically reduced the average number of days it takes to issue arbitration awards. Our goal for this fiscal year was to issue decisions in discharge cases within 50 days of the closing of the record, and within 80 days in non-discharge cases. This was a reduction of 5 days from the prior year's goal. We again achieved the goal.

The average time taken to issue an award in a discharge case was 49 days. The average time taken to issue an award in a non-discharge case was 63 days, down from 71 days in fiscal year 1989. The overall average for timeliness in arbitration awards was 60 days, which is down from 63 days in fiscal year 1989, 65 days in fiscal year 1988, and 79 days in fiscal year 1987.

C. Grievance Mediation

Grievance mediation has been a major addition to the Board's activities over the past few years. Since the Board has been a national pioneer in this field, professional labor relations organizations have often requested Board presentations on the topic. Our success in this area has prompted other states to follow our lead in initiating grievance mediation programs.

Grievance mediation is offered to all parties appearing for Board grievance arbitrations. In most cases it is conducted on the morning of the arbitration hearing. Where records show an above average number of petitions for grievance arbitration at a particular worksite, however, the Board offers on-site mediation prior to the scheduled hearing. A staff member never serves as both mediator and arbitrator of the same dispute, and the mediator is prohibited from discussing the grievance with the arbitrator in the interest of preserving confidentiality.

During fiscal year 1990, the Board received 36 requests for grievance mediation of arbitration cases pending before the Board

(Board Grievance Mediation) and 123 such requests for cases pending in other arbitration forums such as the American Arbitration Association (Outside Grievance Mediation).

Approximately 74% of the grievance mediation cases handled by Board mediators were settled. Such settlements not only save the time and money associated with arbitration, but they also foster better long-term relationships, enabling future settlements and reducing the need for both mediation and arbitration.

One of the little known benefits of this service is the number of ancillary disputes that are resolved through grievance mediation. Board mediators resolved numerous state prohibited practice charges and several pending court actions, adjunct to settlement agreements reached in grievance mediations.

D. Unfair Labor Practice and Preventive Mediation.

The Board mediates unfair labor practice disputes, whether referred directly by the Labor Relations Commission or settled in the process of grievance or interest mediation.

The Board also stresses preventive mediation. Strengthening the relationship between management and labor allows the two groups to work cooperatively, so that disputes are prevented. The Board has developed a training program on labor/management partnerships, which it offers to groups that want to improve their collective bargaining relationships.

E. Community Education

The Board furthered its commitment to provide educational outreach to both labor relations professionals and the public at large by making presentations at:

- *Boston Bar Association Public Sector Labor Law Conference
- *"Dollars and Sense" Broadcast on cable television, talk on "Future trends in collective bargaining"
- *New England Consortium of Labor Relations Agencies
- *Corporate client group of the law firm of Peabody & Brown
- *National Association of Government Employees, National Conference for attorneys
- *Town of Williamstown, training on integrative bargaining
- *Simmons College, lectures on labor relations
- *Society of Professionals in Dispute Resolution, Annual Conference
- *Association of Labor Relations Agencies Annual Conference
- *ALRAcademy Educational Conference for new Commission/Board Members
- *Mass. Bar Association Professional Education Program
- *Town of Rockport
- *Dennison Stationery Products, Inc.

III. BOARD STAFF

<u>Chairman:</u>	Diane Zaar Cochran, Esq.
<u>Vice Chairman:</u>	Michael C. Ryan, Esq.
<u>Mediator/Arbitrators:</u>	Robert J. Canavan, Esq. Sarah Kerr Garraty, Esq. Elliot Klitzman Arnold M. Marrow, Esq. Nancy E. Peace, Ph.D Mary Ellen Shea
<u>Mediators:</u>	Paul M. Connolly Walter J. Diehl John J. Mark
<u>Labor Relations Specialist:</u>	Gerry McDonough (<u>laid off FY91</u>)
<u>Administrative Assistant:</u>	Sheila Faiella
<u>Office Staff:</u>	Rose R. Silva, Supervisor Maureen Perrotta (<u>resigned/not replaced FY91</u>) Margaret Thompson

SPRINGFIELD OFFICE:

<u>Mediator/Arbitrator:</u>	Nicholas N. Marshall, Esq.
<u>Office Staff:</u>	Brenda Bynum (<u>laid off FY91</u>)

IV. FUTURE DIRECTIONS

The Board's work during this year was strongly influenced by the economic downturn in the Commonwealth and the resulting strain on our own resources and on the clientele that we serve. With the enthusiasm and creativity that has characterized our work in the past, we have managed to meet the difficulties inherent in resolving labor disputes during tough economic times, despite the erosion of our staff. We have done so by

prioritizing and by putting resources to more efficient use.

The Board will continue to explore new ways to foster the effective collective bargaining relationships that are so critical to the stability and economic health of the Commonwealth. However, we have already seen a 27% reduction in staff during the last two fiscal years. Further cutbacks in funding would result in a decline in the quality of our services and our ability to respond quickly to a crisis at a time when the labor relations community can ill afford to lose our support and expertise.

1890
The following is a list of the names of the persons who have been elected to the office of Justice of the Peace for the year 1890.
The names are as follows:
1. John A. Smith
2. William B. Jones
3. Charles C. Brown
4. David D. White
5. Edward E. Black
6. Frank F. Green
7. George G. Hall
8. Henry H. King
9. Isaac I. Lee
10. James J. Miller
11. John K. Nelson
12. Lewis L. Phillips
13. Martin M. Reed
14. Nathaniel N. Scott
15. Oliver O. Taylor
16. Peter P. Walker
17. Quincy Q. Young
18. Robert R. Adams
19. Samuel S. Baker
20. Thomas T. Carter
21. Uriah U. Evans
22. Walter W. Fisher
23. Xavier X. Gibson
24. Yoram Y. Harris
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1990 INTEREST MEDIATION CASE LIST

EMPLOYER	UNION	BARGAINING UNIT	DS **
Abington School Comm.	MTA	Aides	S
Adams-Cheshire Reg. School	MTA	Nurses	S
Amherst School Comm.	MTA	Aides	S
Andover School Comm.	MTA	Administrator	O
Ashburnham-Westminster School	MTA	Teachers	S
Barnstable	Teamsters	Maintenance	S
Barnstable County	District 1199	Aides	S
Barnstable County	UAW	Registry	S
Barnstable County	NAGE	Corrections	O
Bd. of Regents of Higher Ed.	MTA	Faculty	O
Bedford School Comm.	Independent	Cafeteria	S
Belmont School Comm.	MTA	Aides	S
Berkshire County	AFSCME	Surveyors	O
Berkshire County	AFSCME	Custodians	O
Billerica School Comm.	MTA	Teachers	S
Boston	Independent	Printers	S
Boston	SEIU	LPNs	F
Boston City Hospital	Independent	Physicians	S
Boston	AFSCME	Engineers	S
Boston Housing Authority	IBFO	Engineers	O
Boston School Comm.	SEIU	Clerical	S
Braintree	UWUA	Water Depart	O
Bridgewater	NAGE	Clerical	S
Bridgewater School Comm.	AFSCME	Clerical	F
Brockton School Comm.	MTA	Teachers	S
Brookfield Reg. School	MTA	Teachers	S
Burlington	AFSCME	DPW	S
Burlington	AFSCME	Library	S
Cape Cod Reg. Tech. School	MTA	Teachers	S
Carver School Comm.	MTA	Teachers	O
Central Berkshire Reg. School	MTA	Paraprofs.	S
Chelmsford School Comm.	MTA	Supervisors	S
Chelsea	Teamsters	DPW	S
Chelsea Housing Authority	SEIU	Adminstrator	S
Chelsea School Comm.	MFT	Teachers	S
Concord-Carlisle School Comm.	MTA	Drivers	S
Dartmouth School Comm.	AFSCME	Custodians	S
Dedham School Comm.	MTA	Secretaries	S
Dennis-Yarmouth Reg. School	SEIU	Paraprofs.	O
Douglas School Comm.	MTA	Teachers	S
Dover-Sherborn Reg. School	MTA	Teachers	O
Dracut School Comm.	MTA	Teachers	S
Duxbury School Comm.	MTA	Teachers	O
EDCO Youth Alternative	UAW	Teachers	S
Essex County	Teamsters	Corrections	F
Everett School Comm.	MTA	Teachers	S
Falmouth	AFSCME	Clerical	S
Falmouth Housing Authority	AFSCME	Clerical	S

** DS--DISPOSITION, S--SETTLED, F--FACTFINDING, O--OPEN **

1990 INTEREST MEDIATION CASE LIST

EMPLOYER	UNION	BARGAINING UNIT	DS**
Falmouth School Comm.	SEIU	Secretaries	S
Falmouth School Comm.	SEIU	Cafeteria	S
Falmouth School Comm.	SEIU	Secretaries	S
Falmouth School Comm.	Teamsters	Custodians	S
Falmouth School Comm.	MTA	Teachers	O
Franklin School Comm.	MTA	Teachers	S
Freetown-Lakeville Reg. School	MTA	Teachers	S
Gardner School Comm.	MTA	Teachers	O
Granby School Comm.	UFCW	Cafeteria	S
Hale Hospital	MNA	RNs	S
Harvard	AFSCME	DPW	O
Harvard School Comm.	MTA	Teachers	S
Harwich	SEIU	Mixed	S
Harwich School Comm.	MTA	Secretaries	S
Holden	AFSCME	Light Depart	S
Hull School Comm.	MTA	Teachers	S
Lakeville-Freetown Reg. School	MTA	Nurses	S
Lee	Teamsters	DPW	S
Leominster School Comm.	MTA	Secretaries	S
Lexington	AFSCME	DPW	O
Lincoln School Comm.	MTA	Clerical	O
Littleton School Comm.	AFSCME	Custodians	S
Lowell	AFSCME	Laborers	S
Malden	AFSCME	RNs	O
Malden	AFSCME	Nursing Home	O
Malden School Comm.	MTA	Paraprofs.	O
Mansfield	AFSCME	Clerical	S
Marlborough School Comm.	SEIU	Clerical	S
Mashpee School Comm.	MTA	Aides	S
Mashpee School Comm.	MTA	Teachers	O
Maynard School Comm.	AFSCME	Secretaries	S
Maynard School Comm.	AFSCME	Custodians	S
Mendon-Upton Reg. School Comm.	MTA	Teachers	O
Middleboro Gas & Electric Co.	AFSCME	Clerical	O
Middlesex County	OPEIU	Unit A	O
Middlesex County	OPEIU	Unit B	O
Middlesex County	OPEIU	Registry	O
Millis School Comm.	AFSCME	Custodians	S
Monson School Comm.	MTA	Aides	S
Mt. Greylock Reg. School	MTA	Teachers	O
N. Adams School Comm.	AFSCME	Custodians	F
N. Brookfield School Comm.	MTA	Teachers	O
N. Middlesex Reg. School Comm.	MTA	Teachers	S
N. Shore Spec. Ed. Consortium	MFT	Professional	S
Nantucket School Comm.	Independent	Teachers	S
Narragansett Reg. Schools	MTA	Teachers	S
Natick School Comm.	MTA	Teachers	S
Needham School Comm.	MTA	Teachers	O

** DS--DISPOSITION, S--SETTLED, F--FACTFINDING, O--OPEN **

1990 INTEREST MEDIATION CASE LIST

EMPLOYER	UNION	BARGAINING UNIT	DS**
Norfolk County	IBCO	Corrections	F
Norfolk County	AFSCME	Engineers	S
Norfolk County	AFSCME	Registry	S
Norfolk County	AFSCME	Maintenance	S
Norfolk County	MFT	Teachers	O
Norfolk County	AFSCME	Engineers	O
Norfolk County	AFSCME	Maintenance	O
Norfolk County	AFSCME	Registry	O
Norris School Comm.	MTA	Teachers	O
Northeast Reg. School	MTA	Aides	S
Northeast Reg. School	MTA	Supervisors	O
Norton School Comm.	MTA	Teachers	O
Norwell School Comm.	Independent	Adminstrator	S
Peabody	AFSCME	Mixed	O
Peabody School Comm.	MFT	Teachers	O
Pentucket School Comm.	MTA	Teachers	S
Pentucket School Comm.	MTA	Nurses	O
Plymouth County	IBPO	Officers	S
Provincetown School Comm.	AFSCME	Custodians	S
Revere School Comm.	Independent	Adminstrator	F
Rutland School Comm.	MTA	Teachers	S
S. Deerfield School Comm.	MTA	Teachers	O
S. Hadley Housing Authority	AFSCME	Maintenance	S
S. Middlesex Reg. Voc. School	MTA	Teachers	S
Shrewsbury	AFSCME	Custodians	S
Shutesbury School Comm.	Independent	Teachers	O
Silver Lake Reg. School	MTA	Teachers	S
Somerset School Comm.	MTA	Coaches	O
Southboro	NAGE	Clerical	S
Southeastern Reg. Voc. School	MFT	Teachers	S
Southwick	AFSCME	Dispatchers	S
Southwick-Tolland Reg. School	MTA	Teachers	O
Springfield Water Dept.	NAGE	Laborers	O
Sturbridge School Comm.	MTA	Aides	S
Swampscott School Comm.	MTA	Teachers	O
U. Mass. Medical Center	MNA	RNs	O
W. Bridgewater School Comm.	Teamsters	Adminstrator	S
W. Springfield Housing Auth.	AFSCME	Housing Auth	O
W. Springfield School Comm.	MTA	Secretaries	S
Wakefield School Comm.	MTA	Teachers	S
Wareham School Comm.	AFSCME	Drivers	S
Wayland	Independent	DPW	S
Webster School Comm.	MTA	Adminstrator	O
Westfield	AFSCME	DPW	O
Westminster	MLSA	Library	O
Weymouth School Comm.	MTA	Adminstrator	O
Williamstown School Comm.	MTA	Paraprofs.	O
Winchester School Comm.	Independent	Secretaries	O

1990 INTEREST MEDIATION CASE LIST

EMPLOYER	UNION	BARGAINING UNIT	DS**
Worcester	NAGE	Technicians	O
Worcester County	IBPO	Corrections	F
Worcester County	SEIU	Maintenance	O
Worcester County	SEIU	Hospital	O
Worcester School Comm.	LIUNA	Custodians	S
Wrentham	IFPTE	DPW	O

** DS--DISPOSITION, S--SETTLED, F--FACTFINDING, O--OPEN **

1990 ARBITRATION CASE LIST

EMPLOYER	UNION	PUBLIC OR PRIVATE	DS**
Agawam	Teamsters	Public	D
Agawam	Teamsters	Public	S
Agawam	Teamsters	Public	O
Amesbury	AFSCME	Public	S
Ashburnham-Westminster School	MTA	Public	O
Ashburnham-Westminster School	MTA	Public	S
Athol	MTA	Public	O
BTL Specialty Resins Corp.	OCAW	Private	S
BTL Specialty Resins Corp.	OCAW	Private	O
Beacon Wiper Corp.	ACTWU	Private	O
Bicknell & Fuller Company	UPIU	Private	S
Bicknell & Fuller Company	UPIU	Private	O
Bridgewater	AFSCME	Public	O
Brockton	IBPO	Public	O
Cambridge Lee Industries	Teamsters	Private	D
Canteen Commissionary	Teamsters	Private	O
Carter Rice Co.	Teamsters	Private	O
Checker Taxi	Teamsters	Private	O
Child World, Inc.	ANPWU	Private	S
Child World, Inc.	ANPWU	Private	S
Child World, Inc.	ANPWU	Private	O
Columbia Mfg.	IAM	Private	D
Corenco Div. of Bakers Commodi	Teamsters	Private	D
Costa Fruit & Produce Co.	Teamsters	Private	S
East Longmeadow	AFSCME	Public	S
East Longmeadow	AFSCME	Public	S
Everett School Comm.	MTA	Public	O
Everett School Comm.	MTA	Public	O
Everett School Comm.	MTA	Public	O
Everett School Comm.	MTA	Public	O
Everett School Comm.	MTA	Public	O
F.C. Meyer Div. of Millen Ind.	Teamsters	Private	D
F.C. Meyer Div. of Millen Ind.	Teamsters	Private	S
Falmouth School Comm.	SEIU	Public	S
Frionor Kitchens, Inc.	Teamsters	Private	S
Glen Park Oil Co.	Teamsters	Private	S
Glen Park Oil Co.	Teamsters	Private	S
Glen Park Oil Co.	Teamsters	Private	S
Glen Park Oil Co.	Teamsters	Private	S
Glen Park Oil Co.	Teamsters	Private	S
Glen Park Oil Co.	Teamsters	Private	O
Glen Park Oil Co.	Teamsters	Private	O
Gloucester	MTA	Public	D
Grafton	MCOP	Public	S
Hale Municipal Hospital	Teamsters	Public	O
Haverhill	Teamsters	Public	D
Hertz Rent-A-Car	Teamsters	Private	S
Hudson Public Schools	MTA	Public	S

** DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

1990 ARBITRATION CASE LIST

EMPLOYER	UNION	PUBLIC OR PRIVATE	DS**
Hull	AFSCME	Public	O
Infants & Other People	District 65	Private	O
Keebler Co.	Teamsters	Private	O
Korber Hats	ACTWU	Private	O
Laidlaw Waste Systems, Inc.	Teamsters	Private	D
Laidlaw Waste Systems, Inc.	Teamsters	Private	D
Laidlaw Waste Systems, Inc.	Teamsters	Private	S
Laidlaw Waste Systems, Inc.	Teamsters	Private	D
Laidlaw Waste Systems, Inc.	Teamsters	Private	S
Laidlaw Waste Systems, Inc.	Teamsters	Private	D
Laidlaw Waste Systems, Inc.	Teamsters	Private	O
Laidlaw Waste Systems, Inc.	Teamsters	Private	S
Laidlaw Waste Systems, Inc.	Teamsters	Private	O
Laidlaw Waste Systems, Inc.	Teamsters	Private	S
Laidlaw Waste Systems, Inc.	Teamsters	Private	S
Laidlaw Waste Systems, Inc.	Teamsters	Private	O
Lane Construction Corp.	Teamsters	Private	S
Lawrence	NAGE	Public	O
Lawrence Ready Mixed Concrete	Teamsters	Private	S
Liquid Carbonic Corp.	Teamsters	Private	O
Logan Airport Hilton Hotel	Teamsters	Private	S
Lowell	SEIU	Public	O
Lowell	SEIU	Public	O
Lowell	SEIU	Public	O
Lowell	SEIU	Public	O
Major Wire Co., Inc.	MWEA	Private	O
Medford	Medford Police Off	Public	O
Medford	Medford Police Off	Public	O
Medford	Medford Police Off	Public	O
Medford	Medford Police Off	Public	O
Medford	Medford Police Off	Public	O
Meridian Associates	AFSCME	Private	O
Merrimack Valley Area Trans.	Teamsters	Private	S
Millbury	MCOP	Public	O
Millbury School Comm.	MTA	Public	O
Monson	IBPO	Public	O
Morane Labor Leasing Co.	Teamsters	Private	O
Morane Labor Leasing Co.	Teamsters	Private	O
North Shore Steel Co.	USW	Private	S
Norwell	IBPO	Public	O
Office of Employee Relations	NAGE	Public	S
Office of Employee Relations	SEIU	Public	S
Office of Employee Relations	SEIU	Public	O
Office of Employee Relations	SEIU	Public	O
Office of Employee Relations	NAGE	Public	S
Office of Employee Relations	SEIU	Public	O
Office of Employee Relations	SEIU	Public	O
Orleans	Orleans Police Off	Public	S

1990 ARBITRATION CASE LIST

EMPLOYER	UNION	PUBLIC OR PRIVATE	DS**
Oxford	SEIU	Public	O
Oxford	SEIU	Public	O
Oxford	SEIU	Public	O
Oxford	SEIU	Public	O
Oxford	SEIU	Public	O
Paragon Rubber Corp.	IUE	Private	S
Paragon Rubber Corp.	IUE	Private	S
Pembroke	IBPO	Public	O
Pittsfield	IBPO	Public	S
Pittsfield	AFSCME	Public	O
Plainville	MCOP	Public	O
Provincetown School Comm.	AFSCME	Public	S
Punderson Oil	Teamsters	Private	D
Quincy School Comm.	HLPE	Public	O
Raytheon Employees Credit Unio	OPEIU	Private	O
Raytheon Employees Credit Unio	OPEIU	Private	O
Seekonk	IAFF	Public	S
Seekonk	IAFF	Public	O
Somerset School Comm.	MTA	Public	O
Sonoco Products Co.	Teamsters	Private	D
Springfield	IBPO	Public	O
Springfield	AFSCME	Public	O
State Line Potato Chip Co.	State Line Salesma	Private	D
State Line Potato Chip Co.	State Line Salesma	Private	D
State Line Potato Chip Co.	State Line Salesma	Private	D
State Line Potato Chip Co.	State Line Salesma	Private	O
Sturbridge	MCOP	Public	O
Swansea	AFSCME	Public	D
Swansea	AFSCME	Public	O
Swansea	AFSCME	Public	O
Swansea	AFSCME	Public	O
Tewksbury	IBPO	Public	O
Trans Gas Co.	Teamsters	Private	S
Trans Gas Co.	Teamsters	Private	O
Trans Gas Co.	Teamsters	Private	O
Wakefield	Wakefield Police O	Public	D
Walpole	MCOP	Public	S
Waste Management of Mass.	Teamsters	Private	S
Waste Management of Mass.	Teamsters	Private	S
Webster	IBPO	Public	S
Webster	SEIU	Public	D
Weetabix Co., Inc.	UFCW	Private	S
West Springfield	IBPO	Public	D
West Springfield	AFSCME	Public	O
Westfield	IBPO	Public	S
Westfield	IBPO	Public	O
Westport	IAFF	Public	D
Westport	IAFF	Public	D

1990 ARBITRATION CASE LIST

EMPLOYER	UNION	PUBLIC OR PRIVATE	DS**
Westport	IAFF	Public	O
Westport	IAFF	Public	O
Woburn	NAGE	Public	S
Woburn	NAGE	Public	O
Woburn	IBPO	Public	O
Woburn	IBPO	Public	O
Worcester	MTA	Public	S

